

CA1  
MI  
-H32

1987, 1993.

3 1761 11766756 8



**High Demand  
Occupations in Manitoba**







CAI  
MI  
H32

Government  
Publications



# High Demand OCCUPATIONS

IN MANITOBA  
SEPTEMBER 1987




Employment and  
Immigration Canada

Emploi et  
Immigration Canada

Manitoba  
Employment  
Services and  
Economic Security

Services de l'emploi  
et Sécurité  
économique  
Manitoba





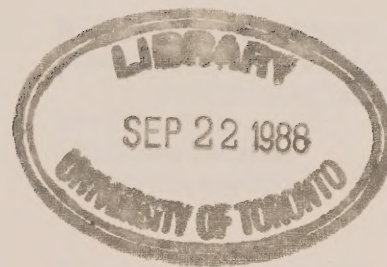
Digitized by the Internet Archive  
in 2023 with funding from  
University of Toronto

<https://archive.org/details/31761117667568>



Government  
Publications

## HIGH DEMAND OCCUPATIONS



100-100000

CONFIDENTIAL - SECURITY INFORMATION



Report on

# HIGH DEMAND OCCUPATIONS IN MANITOBA

SEPTEMBER, 1987

The purpose of this report is to identify occupations which are currently in high demand and/or are expected to be in high demand over the next two years. The term "high demand" in this report identifies occupations for which employers are likely to experience difficulties in filling vacancies.

If the demand strongly exceeds supply the occupations are considered to be in shortage. These shortage occupations are underlined in the report (e.g. speech pathologist). The remaining high demand occupations are not presently considered to be in shortage but have the potential to become so in the near future.

A number of additional occupations with active recruitment in the last year have also been identified. These occupations have a large number of vacancies, but generally have a large supply of qualified or nearly-qualified persons and in most cases require a short training period.

The wage rate information is taken from recent job orders placed with Canada Employment Centres in Manitoba and other sources, which reflects the monthly salary the average job-seeker could expect. Wages could, however, vary considerably in some occupations depending on experience, location, non-wage benefits, and other factors.

It should be noted that unforeseen developments (e.g., significant changes in interest rates, adjustments in the value of the Canadian dollar) could significantly alter labour market conditions, even over the short-term. The attached high demand occupation list and comments are therefore usually updated on a semi-annual basis or more frequently if warranted.

Comments or inquiries regarding this report may be directed to:

Economic Services Branch  
Manitoba Region  
Canada Employment and  
Immigration Commission  
710 Eaton Place  
330 Graham Avenue  
WINNIPEG, Manitoba  
R3C 4B9

OR

Research & Planning Branch  
Manitoba Employment Services  
and Economic Security  
611 Eaton Place  
330 Graham Avenue  
WINNIPEG, Manitoba  
R3C 4A5

Telephone: (204) 983-3729

Telephone: (204) 945-3420



REPORT ON  
HIGH DEMAND OCCUPATIONS IN MANITOBA

SEPTEMBER, 1987

I. HIGH DEMAND OCCUPATIONS

<u>CCDO</u>	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
113/114	<b>Senior Managers and Administrators</b>  Recurring demand for qualified and experienced senior managers and administrators, especially production managers, health administrators, and financial managers.	Not Available
1171	<b>Accountants</b>  Recurring demand for certified accountants (C.A., C.M.A., C.G.A.)	\$2650-3000/ month
2111	<b>Chemists</b>  Recurring demand for experienced research chemists.	\$2370/month
2183	<b>Computer Programmers and Systems Analysts</b>  Continuing demand for experienced programmer/analysts and systems analysts.	\$1812/month
2315	<b>Psychologists</b>  Light demand for counselling psychologists.	\$2556/month
3131	<b>Graduate Nurses</b>  Recurring demand for Registered Nurses, especially Intensive Care, emergency, and neonatal specialties in hospitals.	\$2302/month
3137	<b>Physiotherapists, Occupational and Other Therapists</b>  Light shortage of <u>occupational therapists</u> , <u>speech therapists</u> , <u>physiotherapists</u> and <u>audiologists</u> .	Audiologist/ Speech Therapist \$2528/month  Physiotherapist \$2084/month  Occupational Therapist \$2033/month



I. HIGH DEMAND OCCUPATIONS (Con't)

<u>CCDO</u>	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
3151	<b>Pharmacists</b>  Light demand for hospital and retail pharmacists, especially in rural areas.	\$2800/month
3157	<b>Dental Hygienists, Assistants and Technicians</b>  Recurring demand for qualified dental hygienists, dental lab technicians and expanded duty dental assistants (Phase II).	Hygienist \$2488/month  Dental Assistant \$1128/month (varies)  Dental Lab Technician \$1561/month
4111	<b>Legal Secretaries</b>  Continuing demand for qualified legal secretaries.	\$1156/month
5131	<b>Technical Salesperson</b>  Continuing demand for salespersons with varying backgrounds of a scientific or engineering nature to sell technical products, equipment and/or services.	Negotiable/ Commission
6120 6121	<b>Chef-Cook, General and Specialty Cooks</b>  Recurring shortage of <u>Chef-Cooks, General</u> and continuing demand for foreign food cooks.	Chef-Cook, General \$1548 month  Foreign Food \$1280/month
8215	<b>Slaughtering and Meat Cutting</b>  Recurring demand for retail meat cutters in southern rural Manitoba.	\$1300/month
8311	<b>Tool and Die Makers</b>  Continuing demand for tool and die makers in manufacturing industry.	\$1740/month
8313	<b>Machinists (Precision Machinists)</b>  Recurring demand for skilled machinists.	\$1971/month
8335	<b>Welder Fitters</b>  Recurring demand for skilled welder fitters.	\$1676/month

I. HIGH DEMAND OCCUPATIONS (Con't)

<u>CCDO</u>	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
8533	<b>Industrial Electricians, Electrical Equipment Installers and Repairers</b>	Industrial Electrician \$2021/month
	Light demand for industrial electricians; automotive electricians; armature winders; refrigeration mechanics; electric motor repairers; appliance repairers; and heating ventilating and air conditioning installers	Automotive Electrician \$1225/month
		Armature Winder \$ 1516/month
		Refrigeration Mechanic \$2071/month
		Motor Repairer \$1050/month
		Appliance Repairer \$1372/month
		Heating, Ventilating and Air Conditioning Installer \$1575/month
8535	<b>Electronic Equipment Mechanics and Repairers</b>	\$1521/month
	Continuing demand for installers and repairers of computers, word processors, CAD/CAM equipment and various other electronic equipment.	
8541	<b>Cabinetmakers</b>	\$1513/month
	Continuing demand for skilled and experienced cabinetmakers.	
8551	<b>Patternmakers, Garment Industry</b>	\$1154/month
	Recurring demand for garment industry patternmakers.	
8563	<b>Sewing Machine Operators</b>	\$805/month
	Recurring demand for experienced sewing machine operators.	



I. HIGH DEMAND OCCUPATIONS (Con't)

<u>CCDO</u>	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
8581	<b>Motor Vehicle Mechanics</b>  Continuing demand for skilled motor vehicle mechanics and skilled autobody repairers throughout the province, and specialist mechanics (e.g., transmission, tune-up, front-end) in Winnipeg.	Motor Vehicle Mechanic \$1578/month  Autobody Repairer \$1382/month
8582	<b>Aero Engine Mechanics and Aircraft Mechanics</b>  Continuing demand for aero engine and light aircraft mechanics.	\$1649/month
8584	<b>Industrial, Farm and Construction Machinery Mechanics and Repairers</b>  Recurring demand for industrial mechanics/millwrights, farm equipment, heavy duty equipment, diesel and industrial sewing machine mechanics	Millwright \$2152/month  Heavy Duty Equipment Mechanic \$2111/month  Farm Equipment Mechanic \$1750/month  Industrial Sewing Machine Mechanic \$1050/month  Diesel Mechanic \$1617/month
8589	<b>Other Mechanics and Small Motor Repairers</b>  Recurring demand for locksmiths, bicycle repairers, scale repairers and pump repairers, and seasonal demand for experienced repairers of snowblowers, outboard motors and other small engines.	Locksmith \$1093/month  Bicycle Repairer \$901/month  Small Engine Repairer \$1008/month  Scale Repairer \$875/month  Pump Repairer \$1050/month

I. HIGH DEMAND OCCUPATIONS (Con't)

<u>CCDO</u>	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
8591	<b>Jewellers/Goldsmiths</b>  Continuing demand for skilled jewellers.	\$1285/month
8595	<b>Painters, Motor Vehicle</b>  Recurring demand for experienced autobody painters.	\$1633/month
8733	<b>Construction Electrician</b>  Recurring demand for journeyperson electricians in areas outside Winnipeg.	\$2660/month
8781	<b>Carpenters</b>  Recurring demand for journeyperson carpenters.	\$1959/month
9175	<b>Truck Drivers</b>  Recurring demand for dependable Class 1 drivers with clear driving record.	\$1530/month
9512	<b>Printing Press Occupations</b>  Recurring demand for off-set and flexographic operators.	Offset Operator \$1313/month  Flexographic Operator \$933/month
9533	<b><u>Stationary Engineers/Power Engineers</u></b>  Recurring shortage of first and second class <u>stationary engineers</u> and continuing demand for third and fourth class stationary engineers in rural Manitoba.	\$1904/month



## **ACTIVE RECRUITMENT OCCUPATIONS**

SEPTEMBER, 1987

II. ACTIVE RECRUITMENT OCCUPATIONS

<u>CCDO</u>	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
2333/ 2731/ 6147	Child Care Workers/Day Care Worker/Child Care Attendant	\$991/month
3319	Floral Arranger	\$935/month
4111	Secretary	\$1352/month
4113	Clerk-Typist, Word Processor Operator	Clerk-Typist \$1274/month  Word Processor Operator \$1458/month
4131	Bookkeeper, Accounting Clerk, Bookkeeping Clerk	\$1406/month
4133	Cashiers	\$862/month
4143	Computer Operator, Key-Punch Operator	Computer Operator \$1309/month  Key-Punch Operator \$1348/month
4153	Shipping and Receiving Clerk	\$1067/month
4155	Stock Clerk	\$1311/month
4171	Receptionist	\$1240/month
4173	Mail Clerk	\$1324/month
4194	Hotel Clerk	\$990/month
4197	General Office Clerk	\$1309/month
4199	Order Clerk	\$1077/month
5130	Store Manager, Retail	\$1798/month
5133	Sales Representative	Negotiable/ Commission
5135	Salesperson, Commodities	\$1009/month
5137	Sales Clerk	\$842/month
5145	Service Station/Gas Bar Attendant	\$805/month



II. ACTIVE RECRUITMENT OCCUPATIONS (Con't)

<u>CCDO</u>	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
5199	Telephone Solicitor	\$829/month
6115	Security Guard	\$1005/month
6120	Managing Supervisor, Restaurant	\$1304/month
6121	Cooks	First Cook \$906/month
		Small Establishment \$1153/month
		Short Order Cook \$834/month
		Institutional Cook \$1561/month
		Fast Food Cook \$800/month
		Third Cook \$777/month
6123	Bartender	\$906/month
6125	Waiters and Waitresses	Host/Hostess \$796/month
		Counter Attendant \$789/month
		Cocktail Server \$862/month
		Food Server \$775/month
		Caterer Helper \$761/month
		Cafeteria Attendant \$788/month
		Busboy/girl \$765/month
6133	Room Cleaner	\$808/month

II. ACTIVE RECRUITMENT OCCUPATIONS (Con't)

<u>CCDO</u>	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
6142	Housekeeper/Domestic Servant	Housekeeper \$1000/month
		Domestic Servant \$926/month
6143	Hairdresser	\$822/month
6165	Machine Presser, Garments	\$845/month
6191	Janitor	Cleaner, Light \$884/month
		Cleaner, Heavy \$897/month
		Janitor \$1076/month
6198	Kitchen Helper/Dishwasher	Kitchen Helper \$962/month
		Dishwasher \$773/month
7195	Landscape Worker	\$972/month
8213	Baker	\$1168/month
8335	Combination Welder, Gas and Arc	\$1653/month
8598	Labourer, Assembly	\$987/month
8599	Assembler, Production	\$1266/month
8781	Carpenter's Helper	\$1331/month
8785	Painter (Construction)	\$1932/month
8798	Construction Labourer	\$1321/month
8799	Maintenance Mechanic (Factory and Building)	\$1210/month
9175	Truck Driver	Truck Driver, General \$1233/month
		Courier \$933/month
9318	Material Handler (Labourer)	\$1040/month







C71  
MI  
-H32

# HIGH DEMAND occupations

**IN MANITOBA  
NOVEMBER 1993**



Employment and  
Immigration Canada

Emploi et  
Immigration Canada

Manitoba  
Education  
and Training

Éducation  
et Formation  
professionnelle  
Manitoba







# Report on High Demand Occupations in Manitoba

November, 1993

The purpose of this report is to identify occupations which are currently in high demand and/or are expected to be in high demand over the next two years. The report is divided into four sections. The first section identifies "high demand" occupations, i.e., occupations for which employers are likely to experience difficulties in filling vacancies.

If the demand for qualified persons strongly exceeds supply, the occupations are considered to be in shortage. These shortage occupations are underlined in the report (e.g., power engineer). The remaining high demand occupations are not presently considered to be in shortage but have the potential to become so in the near future. High demand occupations usually involve a lengthy training period which prevents rapid adjustment of supply to demand.

Section II lists a number of generic skills which are expected to be in high demand, but which are found in a wide range of occupations. Section III indicates several occupations and skills required specifically in aboriginal communities and reserves.

A number of additional occupations with active recruitment in the last year have been identified in Section IV. These occupations have a large number of vacancies, but generally have a large supply of qualified or nearly-qualified persons and in most cases require a short training period.

This year the report has switched from reporting occupations using the Canadian Classification and Dictionary of Occupations (CCDO) to the National Occupational Classification (NOC) system. The NOC presents a new structure for analyzing and understanding the labour market and reflects occupational changes that have taken place over the past two decades. The two major attributes of jobs which were used as classification criteria in developing the NOC were skill level and skill type. (Further explanation is given in the Appendix.)

The wage rate information is taken from recent job orders placed with Canada Employment Centres in Manitoba and other sources, and reflects the monthly salary that the average job-seeker could expect. Wages could, however, vary considerably in some occupations depending on experience, location, non-wage benefits, and other factors.

It should be noted that unforeseen developments (e.g., significant changes in interest rates, adjustments in the value of the Canadian dollar) could significantly alter labour market conditions, even over the short term. The high demand occupation list and comments are therefore usually updated on an annual basis or more frequently if warranted.

**Comments or inquiries regarding this report may be directed to:**

Economic Services Branch  
Manitoba Region  
Human Resources Development  
500 - 259 Portage Avenue  
WINNIPEG, Manitoba  
R3B 3L4

Telephone: (204) 983-4095

**OR**

Labour Market Support Services  
Manitoba Education and Training  
418 - 185 Carlton Street  
WINNIPEG, Manitoba  
R3C 3J1

Telephone: (204) 945-2375





**I. High Demand Occupations**

<b><u>NOC</u> †</b>	<b><u>OCCUPATION</u></b>	<b><u>PREVAILING WAGE RATE</u></b>
0012-0016	<b>Senior Managers and Administrators</b>  Recurring demand for qualified and experienced senior managers and administrators.	Not Available
1111	<b>Financial Auditors and Accountants</b> Recurring demand for certified accountants (C.A., C.M.A., C.G.A.).	\$2800-\$3750/month
2146	<b><u>Aerospace Engineers</u></b>  Shortage of experienced <u>mechanical engineers</u> in the aerospace industry with skills in composite materials, ferrous and non-ferrous metals.	\$2500/month
2232	<b><u>Mechanical Engineering Technologist and Technicians</u></b>  Shortage of experienced certified <u>mechanical engineering technologists in the aerospace industry with quality assurance skills, particularly familiarity with ISO9000 and military specifications standards.</u>	\$2100-\$3300/month
2242	<b>Electronic Service Technicians (Household and Business Equipment)</b>  Recurring demand for installers and repairers of computers, licensed alarm system installers and licensed repairers of televisions, video cassette recorders, video cameras and other electronics equipment.	\$1500-\$2000/month
2244	<b>Aircraft Instrument, Electrical and Avionics Mechanics, Technicians and Inspectors</b>  Recurring demand for aircraft maintenance engineers (A.M.E.) licensed in avionics.	\$2100/month
2261	<b>Non-Destructive Testers and Inspectors</b>  Recurring demand for technicians to conduct tests on materials using methods such as magnetic particle, liquid penetrant, ultrasonic, X-ray, and eddy current testing.	\$1700-\$2200/month

**I. High Demand Occupations** (Continued)

<b><u>NOC</u> †</b>	<b><u>OCCUPATION</u></b>	<b><u>PREVAILING WAGE RATE</u></b>
3152	<b>Registered Nurses</b>  Continuing demand for registered nurse specialists in intensive care and neonatal care in hospitals, and for community health nurses.	Nurse Specialist \$3500/month  Community Health Nurse \$3000/month
4151	<b>Psychologists</b>  Continuing demand for clinical and counselling psychologists. Most opportunities are for self-employment in a private practice.	\$3000/month
6241	<b>Chefs</b>  Recurring demand for chefs.	\$2000/month
6242	<b>Cooks</b>  Continuing demand for foreign food cooks.	\$1500/month
6271	<b>Hairstylists and Barbers</b>  Continuing demand for licensed hair stylists and barbers.	\$975/month + commission
6482	<b>Estheticians, Electrologists and Related Occupations</b>  Continuing demand for licensed estheticians.	\$975/month + commission
7231	<b>Machinists and Machining and Tooling Inspectors</b>  Continuing demand for Computer Numerical Control (CNC) machinists and programmers in the aerospace industry, especially machinists with experience in 3- to 5-axis machines.	\$2200+/month
7242	<b>Industrial Electricians</b>  Recurring demand for licensed industrial electricians (journeyperson).	\$2700/month

† NOC - National Occupational Classification - See Appendix for details.

**I. High Demand Occupations** (Continued)

<u>NOC</u> †	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
7253	<b>Gas Fitters</b>  Continuing demand for licensed gas fitters.	\$2450/month
7315	<b>Aircraft Mechanics and Aircraft Inspectors</b>  Recurring demand for aircraft maintenance engineers (A.M.E.) licensed in airframe.	\$2275/month
7321	<b>Motor Vehicle Mechanics, Technicians, and Mechanical Repairers</b>  Recurring demand for skilled motor vehicle mechanics throughout the province, and specialist mechanics (eg., transmission, tune-up, front-end) in Winnipeg.	\$1920/month
7331	<b>Oil and Solid Fuel Heating Mechanics</b>  Continuing demand for licensed oil burner mechanics in northern Manitoba.	\$2450/month
7335	<b>Other Small Engine and Equipment Mechanics</b>  Seasonal demand for experienced repairers of 2 and 4 cycle air-cooled engines (eg., snowblowers, outboard motors, lawn mowers, etc.).	\$1620/month
7351	<b><u>Stationary Engineers and Auxiliary Equipment Operators</u></b>  Shortage of 1 <sup>st</sup> and 2 <sup>nd</sup> class power engineers.	\$2600-\$3400/month
7411	<b>Truck Drivers</b>  Continuing demand for dependable Class 1 drivers (long haul only) with clear driving record.	Average 25 cents/mile single 16 cents/mile double (Mileage rates vary)
8431	<b>General Farm Worker</b>  Continuing demand for experienced hog and dairy farm workers.	\$1150-\$2200/month





## II. High Demand Skills

The following are skill areas which are required in a wide range of occupations *in addition to* the primary occupational skills for that occupation. Demand for these skills is often met by upgrading the skills of existing employees, but individuals who are being hired may also be required to have these skills.

- \* **Small Business Management:** Ability to operate a small business, with skills ranging from financial management, staff supervision and bookkeeping to production management, sales and distribution.
- \* **Bookkeeping/Accounting:** Ability to organize records of transaction, to co-ordinate activities related to paying and receiving money, and to apply principles of costing and budgeting. Knowledge of computerized accounting software.
- \* **Supervisory Skills:** Ability to assign and co-ordinate projects, ensure that work is done on time and to quality requirements, resolve subordinates' complaints.
- \* **Micro-computer Skills:** Ability to use various micro-computer applications, including programs such as spreadsheets, data bases, and word processing.
- \* **Computer Assisted Drafting/Manufacturing (CAD/CAM Applications):** Ability to use computer applications in the design of products and in the set-up of tools to facilitate efficient production.
- \* **Desktop Publishing Skills:** Ability to use computer based desktop publishing programs.
- \* **Quality Assurance:** Ability to apply statistical formulas to assess production performance, set standards for output, and establish inspection programs. Knowledge of international standards such as ISO9000. Ability to use Coordinated Measuring Machines (CMM).
- \* **Inventory Management:** Ability to determine current and future needs for raw materials and semi-finished manufactured goods and to control availability through efficient purchasing policies and "just-in-time" delivery systems.
- \* **Marketing Skills:** Ability to identify customer/client needs and relate them to products and services being sold.
- \* **Salesmanship Skills:** Ability to present products and close a sale.
- \* **Customer Service Skills:** Ability to work with customers/clients in satisfactorily meeting any of their service needs.
- \* **Presentation Skills:** Ability to organize information and communicate through public presentations.



## II. High Demand Skills (Concluded)

- \* **Communication Skills:** Ability to listen, speak and write, in order to transmit or receive information clearly.
- \* **Product Knowledge:** Ability to remember information on product lines and to learn technical information on new products.
- \* **Analytical Problem-Solving Skills:** Ability to recognize and define problems, design and implement solutions and evaluate results in order to increase an organization's ability to overcome barriers to increased productivity and quality improvements.
- \* **Group Effectiveness: Interpersonal Skills, Negotiation and Teamwork:** Ability to work on a team for the purpose of problem solving, innovation and process improvement.
- \* **Workplace-Based Instructional Skills:** Ability to impart expertise to others through lecture or demonstration using valid adult education instructional techniques as outlined in recognized train-the-trainer courses.
- \* **Time Management Skills:** Ability to schedule and prioritize work for self and others and to use time efficiently.
- \* **Blueprint Reading Skills:** Ability to read and interpret detailed specifications.
- \* **Technical Writing and Reading Skills:** Ability to read technical documents and write instruction and procedures for a variety of technical processes and protocol.
- \* **Environmental Assessment Skills:** Ability to conduct an environmental assessment in a number of interrelated skill areas including data interpretation, risk assessment and hazardous waste handling.

**NOTE:** There is in general a higher demand for individuals who have been examined and received certificates or licenses in their trade, e.g., gas fitter, refrigeration mechanic, automobile mechanic.



### **III. Aboriginal Communities**

The following are skills and occupations required particularly in the aboriginal communities and reserves:

- \* **Business Management Skills**
  - **Retail Management (Small Business)**
  - **Entrepreneurial Skills**
  - **Community Organizations**
- \* **Housing Property Management**
- \* **Public Health Educator**
- \* **Teacher's Aide**
- \* **Social Worker (Family Violence Counsellor)**
- \* **Alcohol and Substance Abuse Counsellor**
- \* **Recreation Director**
- \* **Certified Tradespersons:**
  - \* **Plumber**
  - \* **Electrician**
  - \* **Carpenter**
  - \* **Drywall Mechanic**
  - \* **Sheet Metal Worker**
  - \* **Heavy Duty Equipment Mechanic**
- \* **Other Trades:**
  - \* **Small Engine Repair**  
(Outboard motors, chain saws, snowmobiles)
  - \* **Housing Maintenance Worker**



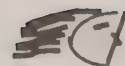


#### IV. Active Recruitment Occupations

<u>NOC</u> †	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
1231	Bookkeepers	\$1465/month
1241	Secretaries (Except Legal and Medical)	\$1490/month
1411	General Office Clerks	\$1455/month
1412	Typists and Word Processing Operators	\$1675/month
1414	Receptionists and Switchboard Operators	\$1175/month
1422	Data Entry Clerks	\$1425/month
1431	Accounting and Related Clerks	\$1280/month
1453	Customer Service, Information and Related Clerks	\$1210/month
1463	Couriers and Messengers	\$1000/month
1471	Shippers and Receivers	\$1160/month
1472	Storekeepers and Parts Clerks	\$1280/month
1475	Dispatchers and Radio Operators	\$1020/month
2163	Computer Programmers	\$2100-\$2500/month
4212	Community and Social Service Workers	\$1465/month
4214	Early Childhood Educators (Child Care Worker I, II, and III)	\$1420/month
6242	Cooks	Small Establishment Cooks \$1040/month  Short Order Cooks \$980/month
6411	Sales Representatives, Wholesale Trade (Non-Technical)	Commission
6421	Retail Salespersons and Sales Clerks	\$980/month
6452	Bartenders	\$1030/month
6453	Food and Beverage Servers	\$920/month
6474	Baby-sitters, Nannies and Parent's Helpers	\$890/month
6611	Cashiers	\$940/month

**IV. Active Recruitment Occupations** (continued)

<u>NOC</u> †	<u>OCCUPATION</u>	<u>PREVAILING WAGE RATE</u>
6621	Service Station Attendants	\$930/month
6623	Other Elemental Sales Occupations	Telemarketers \$1050/month
6641	Food Service Counter Attendants and Food Preparers	\$880/month
6642	Kitchen and Food Service Helpers	\$890/month
6651	Security Guards and Related Occupations	\$1065/month
6661	Light Duty Cleaners	\$1070/month
6662	Specialized Cleaners	\$1035/month
6663	Janitors, Caretakers and Building Superintendents	\$1280/month
7271	Carpenters	\$2160/month
7272	Cabinet-makers	\$1715/month
7294	Painters and Decorators	\$1470/month
7312	Heavy Duty Mechanics	\$2060/month
7332	Electric Appliance Servicers and Repairers	\$1380/month
7411	Truck Drivers	Truck Driver, General \$1600/month
7413	Taxi and Limousine Drivers and Chauffeurs	\$1000/month
7414	Delivery Drivers	\$1060/month
7441	Residential and Commercial Installers and Servicers (i.e., kitchen cabinets, vinyl siding, windows, soffit and eavestroughs)	\$1315/month
7452	Material Handlers	\$1140/month
7611	Construction Trades Helpers and Labourers	\$1615/month
8612	Landscaping and Ground Maintenance Labourers	\$1070/month
9451	Sewing Machine Operators	\$1045/month
9462	Industrial Butchers and Meat Cutters, Poultry Preparers and Related Workers	\$1365/month
9484	Assemblers and Inspectors, Electrical Appliance, Apparatus and Equipment Manufacturing	\$1345/month
9619	Other Labourers in Processing, Manufacturing and Utilities	\$1330/month



## APPENDIX

### NATIONAL OCCUPATIONAL CLASSIFICATION (NOC) CODING SYSTEM

One of the features of the NOC is its system of codes. The first two digits of each code convey meaning with respect to the group's *skill type* and *skill level* category.

For all non-management occupations, the **first digit** of each code identifies one of the nine skill type categories. Similarly, for all non-management occupations, the **second digit** of each code identifies one of four skill level categories.

For management occupations, the order of meaning is reversed. That is, for management occupations, the first digit is always "0" to indicate management, while the second digit indicates the skill type category.

When the first digit is	...the Skill Type Category is
1	Business, Finance and Administrative Occupations
2	Natural and Applied Sciences and Related Occupations
3	Health Occupations
4	Occupations in Social Science, Education, Government Service and Religion
5	Occupations in Art, Culture, Recreation and Sport
6	Sales and Service Occupations
7	Trades, Transport and Equipment Operators and Related Occupations
8	Occupations Unique to Primary Industry
9	Occupations Unique to Processing, Manufacturing and Utilities

\* \* \* \* \*

When the second digit is	...the Skill Level Category is
1	Skill Level A (Professional Occupations)
2 or 3	Skill Level B (Technical, Paraprofessional and Skilled Occupations)
4 or 5	Skill Level C (Intermediate Occupations)
6	Skill Level D (Labouring and Elemental Occupations)

**NOTE:** This applies to all occupations except management occupations. For management occupations, the first digit is "0" and the second digit represents the skill type categories, from 1 to 9, as above.



**APPENDIX** (Continued)**NOC SKILL LEVEL CRITERIA**

	<b>EDUCATION / TRAINING</b>	<b>OTHER</b>
<b>SKILL LEVEL A</b>	<ul style="list-style-type: none"><li>● University degree (bachelor's, master's or post-graduate)</li></ul>	
<b>SKILL LEVEL B</b>	<ul style="list-style-type: none"><li>● Two to three years of post-secondary education at a community college, institute of technology or CEGEP or</li><li>● Two to four years of apprenticeship training or</li><li>● Three to four years of secondary school and more than two years of on-the-job training, training courses or specific work experience</li></ul>	<ul style="list-style-type: none"><li>● Occupations with supervisory responsibilities are assigned to skill level B.</li><li>● Occupations with significant health and safety responsibilities (e.g., fire fighters, police officers and registered nursing assistants) are assigned to skill level B.</li></ul>
<b>SKILL LEVEL C</b>	<ul style="list-style-type: none"><li>● One to four years of secondary school education</li><li>● Up to two years of on-the-job training, training courses or specific work experience</li></ul>	
<b>SKILL LEVEL D</b>	<ul style="list-style-type: none"><li>● Up to two years of secondary school and short work demonstration or on-the-job training</li></ul>	

More detailed information on the NOC system is available in the National Occupational Classification - Occupational Description, Human Resources Development Canada, Catalogue No. MP53-25/1-1993E.

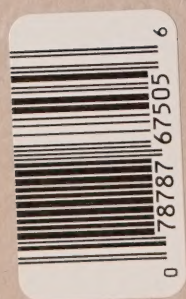












oxford  
UNIVERSITY PRESS  
MADE IN U.S.A.